

AD-A044 119 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 16/1  
MINUTEMAN MISSILE MECHANIC CAREER SPECIALTY AFSC'S 443306, 4435--ETC(U)  
JUL 77

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**AFPT-90-443-242**

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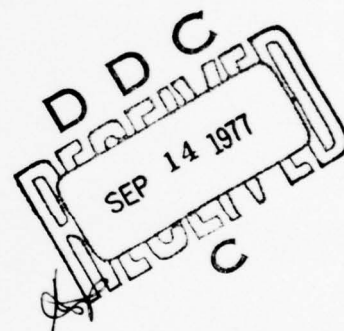
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# OCCUPATIONAL SURVEY REPORT



MINUTEMAN MISSILE MECHANIC CAREER SPECIALTY

AFSC's 44330G, 44350G, 44370G, 44390,

AFPT-90-443-242

15 July 1977

OCCUPATIONAL SURVEY BRANCH

USAF OCCUPATIONAL MEASUREMENT CENTER

LACKLAND AFB TEXAS 78236

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## SUMMARY OF RESULTS

1. The sample of career field respondents for this report represents 69 percent of these career specialty members. The Minuteman Missile Mechanic specialty (AFS 443XOG) is composed of very specific, technically oriented jobs. The jobs performed combine into four major clusters: Supervision and Support; Vehicle and Equipment Control; Missile Maintenance; Missile Transportation (Handling).
2. With increasing skill level and time in service, incumbents progress from technically oriented jobs to supervisory jobs. Both 7- and 9-skill level respondents spend much of their duty time performing supervisory and administrative tasks.
3. AFM 39-1 Specialty Descriptions are not completely supported by occupational survey data. The AFS 443XO Specialty Descriptions would be more inclusive if they further specify Vehicle and Equipment Control (VEC), as well as Missile Maintenance and Missile Transportation, duties and responsibilities.
4. Comparison to the previous AFS 443XOG Occupational Survey Report (dtd 1 Sep 71) indicated that jobs identified in that survey are still present; however, in the present analysis a number of jobs grouped together to form the Vehicle and Equipment Control (VEC) cluster.
5. Responses to questions on reenlistment, job interest and use of talents and training were generally positive. However, VEC personnel and Data Maintenance specialists reported much lower reenlistment intent, job interest, and perceived that their talents and training were not being effectively utilized. This data suggests that the VEC and Data Maintenance areas are potential problem areas which need to be examined by career field managers.

## PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Minuteman Missile Mechanic specialty, AFSC's 44330G, 44350G, 44370G, 44390. The project was directed by USAF Program Technical Training, Volume 2, dated July 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Hynson H. Marvel, Jr., Inventory Development Specialist. Major William A. Tamashunas analyzed the survey data and wrote the final report. This report has been finalized and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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OCCUPATIONAL SURVEY REPORT  
MINUTEMAN MISSILE MECHANIC CAREER SPECIALTY  
AFSC'S 44330G, 44350G, 44370G, 44390

INTRODUCTION

— This is a report of an occupational survey of the Minuteman Missile Mechanic specialty (AFSCs 44330G, 44350G, 44370G, and 44390), conducted by the Occupational Survey Branch, USAF Occupational Measurement Center.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current career field structure and training documents; and (4) conclusions. ↑

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-443-242. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 699 tasks grouped under 16 headings. Thorough research of publications and directives, personal interviews with 23 subject-matter specialists at 3 bases, and written reviews from 30 experienced Missile Mechanic personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to job incumbents holding the DAFSCs identified above. Survey administration occurred from 12 Jul 76 through 30 Sep 76 based upon the distribution of people and their locations in the Jun 76 Uniform Airman Record. Table 1 gives the distribution of assigned personnel in the career ladder as of Dec 76 and the percentage, by major command, of inventory booklets returned from the field. The sample of 1117 incumbents represents 69 percent of Minuteman Missile Mechanics.

After supplying identification and biographical information, incumbents indicated the tasks performed in their current job. Tasks were then rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respon-

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dents did not rate tasks which were not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any comments which they believed to be relevant. In this survey, write-in comments emphasized negative responses by incumbents in the Vehicle and Equipment Control job to questions concerning Job Interest, Talents Utilization, and Training Utilization. To illustrate, excerpts from some write-in comments were as follows:

1. "443X0G personnel assigned to Vehicle Equipment Control Branch are not only responsible to load and inspect various vehicles assigned but are required to inspect and maintain serviceability of several thousand pieces of individual equipment used by all dispatching maintenance teams in other related and non-related AFSC jobs."
2. "...There (are) ... about 2000 items total that must be accounted for and inspected."
3. "... VECB personnel ... don't ... do any of the things show(n) to them in Tech School."
4. "... it is hard for VECB personnel to take everything out of a book for WAPS testing. ..."
5. "I do not use the equipment, I load it on trucks. ... All I do is load trucks."
6. "... the moral(e) here is very low."
7. "We should be motor pool personnel instead of missile mechanic's performing this job. ..."



TABLE 1  
COMMAND REPRESENTATION IN SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF SURVEY SAMPLE*</u>	<u>PERCENT OF ASSIGNED **</u>
SAC	95	95
ATC	2	2
AFLC	2	2
OTHER	1	1
	<u>100</u>	<u>100</u>

\* DATA INCLUDES DAFSC 44390 PERSONNEL SUPERVISING DAFSC 443XOG PERSONNEL, ONLY.

\*\* DATA INCLUDES ALL ASSIGNED DAFSC 44390 PERSONNEL LISTED IN DEC 76 UAR.

TABLE 2  
REPRESENTATION OF SURVEY SAMPLE BY DAFSC

<u>DAFSC</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT OF SURVEY SAMPLE</u>
44330G	11	13
44350G	64	54
44370G	21	32
44390	4*	1**
	<u>100</u>	<u>100</u>

\* ALL ASSIGNED DAFSC 44390 PERSONNEL LISTED IN DEC 76 UAR.

\*\* ONLY THOSE DAFSC 44390 PERSONNEL SUPERVISING DAFSC 443XOG PERSONNEL.

## CAREER LADDER STRUCTURE

The career ladder structure of the Minuteman Missile Mechanic specialty was determined on the basis of similarity in the tasks performed by incumbents in the field, independent of DAFSC or other background similarity. The products of the computerized hierarchical grouping procedure used in this part of the analysis helped identify: (1) tasks which tended to be performed together in the field by the same incumbents, (2) the breadth or narrowness of jobs in the field, and (3) tasks and incumbents' background characteristics which may be used for distinguishing between the functional requirements in the field as they existed at the time of the survey. Structure analysis therefore provides an objective indication of the amount of task overlap among various groups of incumbents included in the survey.

Based on overlap in tasks performed, the major divisions among the jobs in the G shred of the Missile Mechanic Career Ladder were determined to be those illustrated in Figure 1. The GRP numbers by each group, which have no mathematical or statistical significance, are computer printed identifiers used to define aggregations of personnel.

The groups identified represent more than 88 percent of all respondents to the survey. The other 12 percent are independent jobs which did not cluster with any group.

There are two types of job groups identified: clusters and job types. A cluster describes a range of jobs performed which have some commonality between the jobs. A job type is a more narrowly defined group in which there is a high degree of commonality of tasks performed and of time spent on tasks by the members of the job type groups. The relationship between clusters and job types can be further illustrated by noting that clusters contain two or more job types. Task Performance differences between clusters are more pronounced and clear cut than Task Performance differences between job types within each cluster.

Sixty-four percent of the survey respondents were in three distinct divisions. These three divisions were: Missile Maintenance, Missile Transportation (or Handling), and Vehicle and Equipment Control. In each division, more specific groups exist, which result from specific tasks performed and career progression levels, such as apprentices, specialists, and technician/supervisors.

Among the remaining incumbents represented by Figure 1, supervisory and support, launch control, and data maintenance job groups were identified.

All major job groups found are presented in Table 3 and Figure 1 and account for more than 88 percent of the sample of respondents to this survey. The titles given to these groups are based on composite job descriptions for the group members, on job titles selected by survey respondents, and on background information responses.

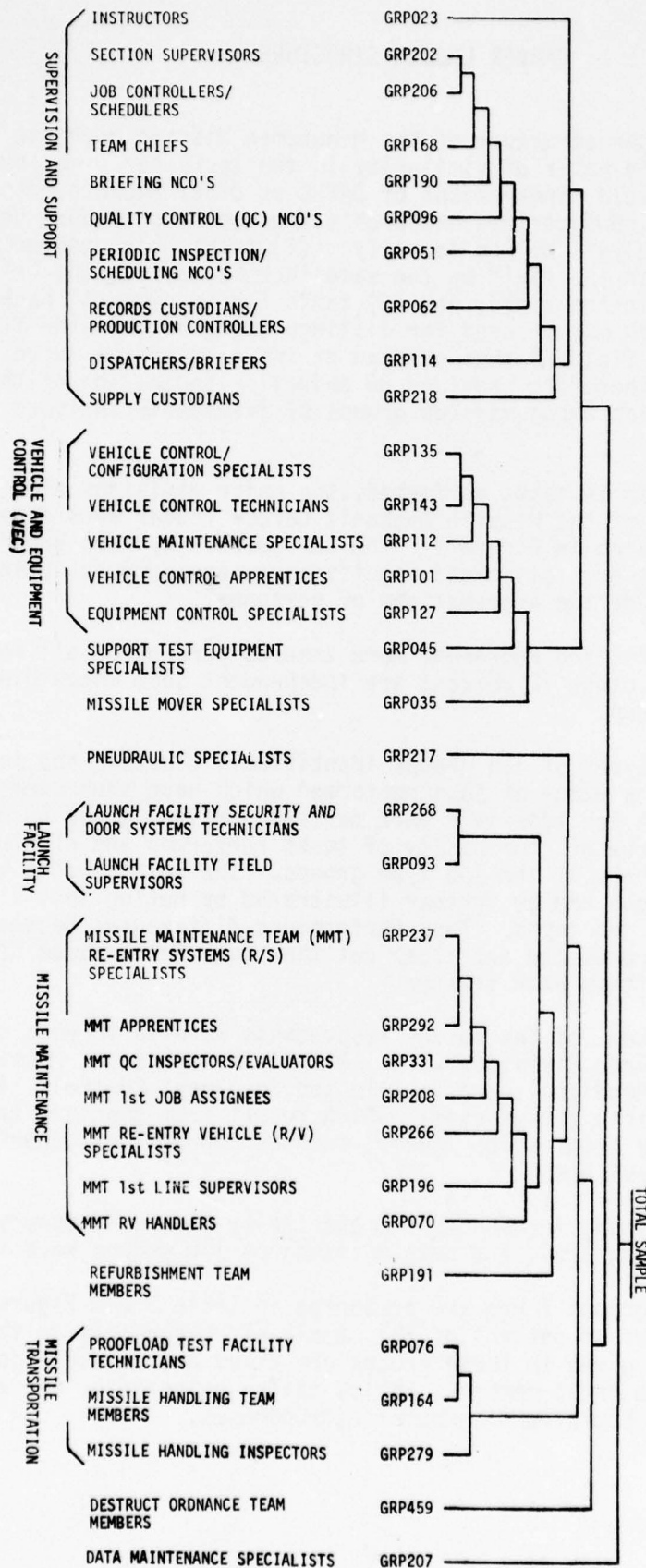


FIGURE 1  
SIMPLIFIED FUNCTIONAL CAREER LADDER STRUCTURE



TABLE 3

MAJOR JOB GROUPS IDENTIFIED IN THE MINUTEMAN MISSILE MECHANIC  
CAREER SPECIALTY

<u>JOB TITLE</u>	<u>GROUP IDENTIFICATION NUMBER</u>	<u>TYPE OF GROUP</u>	<u>PERCENT OF SAMPLE</u>
<u>Supervision and Support</u>			
Instructors	GRP023	Job Type	1
Section Supervisors	GRP202	Cluster	8
Job Controllers/Schedulers	GRP206	Cluster	3
Team Chiefs	GRP168	Job Type	*
Briefing NCO's	GRP190	Job Type	*
Quality Control (QC) NCO's	GRP096	Job Type	*
Periodic Inspection/Scheduling NCO's	GRP051	Job Type	1
Records Custodians/Production Controllers	GRP062	Cluster	2
Dispatchers/Briefers	GRP114	Cluster	1
Supply Custodians	GRP218	Job Type	*
<u>Vehicle and Equipment Control</u>			
Vehicle Control/Configuration Specialists	GRP135	Cluster	3
Vehicle Control Technicians	GRP143	Cluster	6
Vehicle Maintenance Specialists	GRP112	Job Type	*
Vehicle Control Apprentices	GRP101	Job Type	*
Equipment Control Specialists	GRP127	Cluster	6
<u>Independent Job Groups</u>			
Support/Test Equipment Specialists	GRP045	Job Type	1
Missile Mover Specialists	GRP035	Job Type	*
Pneudraulic Specialists	GRP217	Cluster	3
<u>Launch Facility</u>			
Launch Facility Security and Door System Technicians	GRP268	Cluster	3
Launch Facility Field Supervisors	GRP093	Cluster	2
<u>Missile Maintenance</u>			
Missile Maintenance Team (MMT) Re-Entry Systems (R/S) Specialists	GRP237	Cluster	12
MMT Apprentices	GRP292	Job Type	1
MMT/QC Inspectors/Evaluators	GRP331	Job Type	*
MMT 1st Job Assignees	GRP208	Job Type	*
MMT Re-Entry Vehicle (R/V) Specialists	GRP266	Cluster	14
MMT 1st Line Supervisors	GRP196	Job Type	*

TABLE 3 (CONTINUED)

MAJOR JOB GROUPS IDENTIFIED IN THE MINUTEMAN MISSILE MECHANIC  
CAREER SPECIALTY

<u>JOB TITLE</u>	<u>GROUP IDENTIFICATION NUMBER</u>	<u>TYPE OF GROUP</u>	<u>PERCENT OF SAMPLE</u>
MMT R/V Handlers	GRP070	Job Type	1
<u>Independent Job Group</u>			
Refurbishment Team Members	GRP191	Job Type	2
<u>Missile Transportation</u>			
Proofload Test Facility Technicians	GRP076	Cluster	4
Missile Handling Team Members	GRP164	Cluster	7
Missile Handling Inspectors	GRP279	Job Type	*
<u>Independent Job Groups</u>			
Destruct Ordnance Team Members	GRP459	Job Type	*
Data Maintenance Specialists	GRP207	Cluster	2
Other			$\frac{12}{100\%}$

\* Less than one percent

In order to develop a clearer picture of the different jobs within this specialty, a brief description of each job group is listed immediately below. More detailed information on these groups is in Appendix A of this report. The major job groups identified during analysis of the data were:

### Supervision and Support

Instructors (GRP023). This small group of 14 incumbents was composed of technical training school and field instructors. The performance of training tasks predominated in the job of incumbents in this group.

Section Supervisors (GRP202). Performing supervisory tasks accounted for 87 percent of the total job time of the 89 members in this cluster. Work locations and duty titles within this cluster were a cross-section of the entire career ladder.

Job Controllers/Schedulers (GRP206). This cluster consisted of Wing Senior Controllers, Wing Controller/Supervisors, Squadron Job Controllers, and MAJCOM and Wing Controller/Schedulers. Uniquely, these respondents performed more administrative tasks, e.g. collecting maintenance data, and fewer supervisory tasks than section supervisors (GRP202).

Team Chiefs (GRP168). The 7 members of this job type reported performing broad jobs composed of both supervisory and technical tasks. Five of these seven respondents were assigned to a single squadron.

Briefing NCO's (GRP190). As seen with Section Supervisors (GRP202), these six personnel performed varied supervisory tasks. Distinctly, members of this job type performed more tasks than the Dispatchers/Briefers in (GRP114).

Quality Control NCO's (GRP096). Evaluation tasks predominated for members of this small job group. These nine individuals reported job titles most often reflecting quality control and safety functions.

Periodic Inspection/Scheduling NCO's (GRP051). The job performed by these 13 respondents consisted of a few tasks on which a great deal of time was spent. Organizing and Planning (Duty A) tasks and Directing and Implementing (Duty B) tasks accounted for more than 74% of the job time of members of this group.

Records Custodians/Production Controllers (GRP062). This cluster of 17 respondents was composed of two smaller job groups the members of which performed records maintenance and scheduling tasks. Significantly, 65% of these incumbents responded that their training was being used either "very little" or "not at all".

Dispatchers/Briefers (GRP114). The 12 respondents in this small job group performed very few tasks. These incumbents, as with the members of the preceding group (Records Custodians/Production Controllers, GRP062) reported low utilization of their training.

Supply Custodians (GRP218). These five specialists managed supplies, operated forklifts, and located information in technical orders.

#### Vehicle/Equipment Control

Vehicle Control/Configuration Specialists (GRP135). This job cluster of 29 personnel is composed of vehicle control team members and team chiefs. They performed many tasks associated with loading, unloading, and configuring vehicles and equipment. Their job interest, talent utilization, and training utilization responses indicated low job interest and perceptions that their talents and training were not being effectively used.

Vehicle Control Technicians (GRP143). Vehicle operator trainers, dispatchers, schedulers, and NCOIC's were identified in this cluster of 68 technicians. In comparison to Vehicle Control/Configuration Specialists (GRP135), these respondents had more Total Active Federal Commissioned Service but less time in the career field, in their present job, and in their Duty AFSC. Their responses to background items indicated very low job interest and very negative perceptions of how their talents and training were being used. Respondents in this cluster were primarily in their second enlistment in the Air Force but in their first assignment in the Missile Mechanic Specialty.

Vehicle Maintenance Specialists (GRP112). These five respondents inspected, serviced, and maintained vehicles.

Vehicle Control Apprentices (GRP101). All of these five incumbents performed very few tasks and reported being in their first 24 months of active duty.

Equipment Control Specialists (GRP127). Incumbents in this cluster of 65 respondents were predominantly in their first enlistment and in their first 24 months in this career ladder. Their responses indicated that their job interest, perceptions of their talents, and training utilization were quite negative. In comparison to Vehicle Control Technicians (GRP143), survey respondents in this cluster performed more vehicle configuration and equipment control tasks but operated and maintained vehicles much less.

#### Independent Job Groups

Support/Test Equipment Specialists (GRP045). This small cluster of 12 respondents performed tasks primarily associated with ground support equipment and missile test equipment. Relatively few vehicle-related tasks are performed.

Missile Mover Specialists (GRP035). Of the eight respondents in this group, seven reported being assigned to AFLC in large motor unit sections.

Pneudraulic Specialists (GRP217). Task responses reflecting the maintenance of hydraulic and pneudraulic systems and components characterized the job of this group of 31 respondents.



### Launch Facility (LF)

LF Security and Door Systems Technicians (GRP268). In addition to Launch Facility (LF) tasks, survey respondents in this group of 29 incumbents reported performing tasks in which they controlled physical access to and prevented intrusion into the LF.

LF Field Supervisors (GRP093). These 25 respondents inspected work areas and equipment, and resolved technical problems associated with Launch Control Facilities.

### Missile Maintenance

Missile Maintenance Team (MMT) Re-entry Systems (R/S) Specialists (GRP237). This group of 139 respondents include Missile Maintenance Team (MMT) technicians, team chiefs, and instructors. These incumbents reported performing tasks relating to launch facility maintenance and missile transportation equipment operation. Tasks concerning re-entry systems vs re-entry vehicles distinguished members of this group from members of the MMT Re-entry Vehicle (R/V) Specialists (GRP226). In addition, 34 percent of the members of this group reported being supervisors.

MMT Apprentices (GRP292). These nine incumbents performed tasks associated with apprentice-level jobs in missile maintenance, e.g. removing and installing personnel safety barriers or operating PT hoists.

MMT QC Inspectors/Evaluators (GRP331). Performance of quality control inspections on MMT's and associated equipment characterized the tasks done by this group of six respondents.

MMT First Job Assignees (GRP208). Four of the five incumbents in this group reported having less than 31 months TAFMS and less than 15 months in this career field. These incumbents spent less of their job time handling missiles and more time performing tasks associated with the Launch Facility than did MMT Apprentices (GRP292).

MMT RE-entry Vehicle (R/V) Specialists (GRP266). Tasks relating to R/V maintenance and transportation differentiated members of this group from Re-entry Systems (R/S) Specialists (GRP237). Of the 153 respondents in this cluster, 22 percent reported supervising other MMT members.

MMT First Line Supervisors (GRP196). These nine incumbents performed many technical tasks as well as supervisory tasks, such as planning and scheduling work assignments and performing various quality control inspections.

MMT R/V Handlers (GRP070). Although many of tasks performed by members of this group related to R/V maintenance and transportation, these respondents performed fewer tasks than incumbents in most of the job groups in this specialty.

#### Independent Job Group

Refurbishment Team Members (GRP191). This job group of 18 members performed post launch LF damage inspections and restored LF's to pre-launch status. They responded negatively to job interest, talent utilizations, and training utilization questions in the job inventory.

#### Missile Transportation

Proofload Test Facility Technicians (GRP076). PLTF apprentices, specialists, trainers, and supervisors formed this job cluster of 41 members. These respondents performed tasks related to proof-load-testing or tensioning manual and hydraulic cable mechanisms used when handling or transporting missiles.

Missile Handling Team Members (GRP164). Survey respondents in this 76 member group transport missiles from location to location using special purpose vehicles, such as, Transporter Erectors and Payload Transporters.

Missile Handling Inspectors (GRP279). Four of these five incumbents were assigned to MAJCOM level positions. They reported evaluating Missile Handling Teams' procedures and performance.

#### Independent Job Groups

Destruct Ordnance Team Members (GRP459). The eight incumbents in this job type group installed, removed, and operationally checked destruct devices and assemblies.

Data Maintenance Specialists (GRP207). Technical Order Librarians predominated in this cluster of 22 respondents. These personnel reported performing tasks related to technical order and records maintenance tasks.

## SKILL LEVEL GROUPS AND DISCUSSION OF AFM 39-1 SPECIALTY DESCRIPTIONS

### SKILL LEVEL GROUPS

Table 4 shows the relative amount of time spent on tasks within duties for survey respondents at the 5-, 7-, and 9-skill levels. In general, 7- and 9-skill level respondents spent much of their duty time performing supervisory, training, and administrative tasks. Five skill level incumbents spent most of their time performing technical tasks. More specifically, 5-skill level respondents spent 45% of their time concentrating on tasks in the following three duties: Maintaining Launch and Launch Control Facilities (Duty F); Handling and Transporting Missile Aerospace Vehicle Equipment (Duty G); and Operating and Maintaining Vehicles (Duty J). The remainder of their job time was spent on tasks from all the other job inventory duties.

Seven skill level incumbents spent 43% of their time on tasks from the 11 technical duties while the majority of their time (57%) was spent on supervisory, training, and administrative tasks from the following duties; Organizing and Planning (Duty A) 18%; Directing and Implementing (Duty B) 15%; Inspecting and Evaluating (Duty C) 8%; Training (Duty D) 7%; and Preparing and Maintaining Forms, Records, and Reports (Duty E) 9%.

Significantly, 9-skill level respondents spent 91% of their job time on tasks from supervisory, training, and administrative duties, such as Organizing and Planning (Duty A) 29%; Directing and Implementing (Duty B) 24%; Inspecting and Evaluating (Duty C) 20%; Training (Duty D) 11%; and Preparing and Maintaining Forms, Records, and Reports (Duty E) 7%.

Missile Mechanic personnel spent substantial amounts of their time on highly specific functions reflected by task analysis. Unlike most other career ladders, relatively small percentages of survey incumbents in this specialty performed tasks in common with other members who had the same skill level. To illustrate this, Tables 5, 6, and 7 show representative time consuming tasks which are performed by substantial percentages of 5-, 7-, and 9-skill level personnel.

With the 5-skill level group the tasks performed which account for percentages of time greater than one percent are done by relatively small groups of incumbents. These groups of 5-skill level incumbents are in approximately the same proportions as the VEC, Missile Maintenance, and Missile Transportation clusters detailed in the career ladder structure section of this report.

These divisions indicate that utilization of personnel in this shredout does not follow a single pattern but has, as least, three distinct and definable paths.



#### AFM 39-1 SPECIALTY DESCRIPTIONS

AFM 39-1 Specialty Descriptions and occupational survey data for personnel in the Missile Mechanic Career Ladder (AFS 443XOG/90) were compared for this section. Differences in tasks performed by AFS 443XOG/90 respondents at various skill levels generally coincide with career progression patterns described in AFM 39-1.

Missile Maintenance and Missile Handling tasks predominate the specialty descriptions. However, task data reviewed during analysis indicate that an additional, large job group exists within the AFS 443XOG/90 career specialty. Approximately 17 percent of the incumbents sampled were in the Vehicle and Equipment Control (VEC) job cluster (see Figure 1 and Table 3). Tasks commonly performed and common job titles reported by VEC respondents further highlighted the functional grouping of VEC personnel.

The AFS 443XOG Specialty Descriptions reflect few duties and responsibilities relating to VEC job performance. This is a potential problem in view of the fact that nearly one-fifth of the respondents to this survey were assigned to VEC functions.

Occupational Survey data indicate a need for further evaluation of the AFS 443XO Specialty Descriptions. Future descriptions could more specifically address Missile Maintenance, Missile Handling, and Vehicle and Equipment Control duties and responsibilities of AFS 443XOG/90 career specialty incumbents.

TABLE 4  
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUP

DUTY	DAFSC GROUP		
	44350G (N=598)	44370G (N=350)	44390 (N=14)
A ORGANIZING AND PLANNING	7	18	29
B DIRECTING AND IMPLEMENTING	5	15	24
C INSPECTING AND EVALUATING	3	8	20
D TRAINING	3	7	11
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	6	9	7
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	16	11	4
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	10	6	*
H HANDLING AND TRANSPORTING MISSILES	6	3	*
I OPERATING AND MAINTAINING MISSILE TEST EQUIPMENT	4	2	*
J OPERATING AND MAINTAINING VEHICLES	19	11	*
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	7	4	*
L MAINTAINING SECURITY SYSTEMS AND COMMUNICATIONS	*	*	*
M CONFIGURING VANS AND DISPATCHING VEHICLES	9	4	*
N OPERATING AND MAINTAINING PROOFLOAD TEST FACILITY	1	*	*
O PERFORMING POST LAUNCH REFURBISHMENT OF LAUNCH FACILITY	2	*	2
P PERFORMING DESTRUCT ORDNANCE INSTALLATION	1	*	0

\* LESS THAN ONE PERCENT

TABLE 5

REPRESENTATIVE TIME CONSUMING TASKS PERFORMED BY LARGEST PERCENTAGES OF  
DAFSC 44350G RESPONDENTS

TASK		PERCENT PERFORMING	PERCENT TIME SPENT
A10	INITIATE REQUESTS FOR SUPPLIES, TEST EQUIPMENT, OR SPARE PARTS	31	3.2
M11	LOAD OR UNLOAD EQUIPMENT FOR MISSILE MAINTENANCE TEAM (MMT) DISPATCHES	30	2.6
E6	LOCATE INFORMATION IN TECHNICAL ORDERS (TO)	59	2.5
E2	INITIATE MAINTENANCE DATA COLLECTION FORMS	33	2.5
K9	INSPECT OR SERVICE ELEVATOR WORK CAGES	40	1.8
E12	MAINTAIN VEHICLE RECORDS AND FORMS	55	1.6
J53	OPERATE MECHANICAL MAINTENANCE SUPPORT TRUCKS	43	1.6
J74	PERFORM MECHANICAL MAINTENANCE SUPPORT TRUCK OPERATIONAL CHECKS	39	1.6
F54	PENETRATE OR SECURE LF	40	1.5
F103	REMOVE OR INSTALL PERSONNEL SAFETY BARRIERS	51	1.4
M1	CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	50	1.4
M2	CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	43	1.4
I16	SELF TEST AND OPERATE MULTIMETER TEST SETS	42	1.4
F67	PERFORM ON SITE HOUSEKEEPING	48	1.3
I14	SELF TEST AND OPERATE EXPLOSIVE SET CIRCUITRY TEST SETS	38	1.3

TABLE 6

REPRESENTATIVE TIME CONSUMING TASKS PERFORMED BY LARGEST PERCENTAGES OF  
DAFSC 44370G RESPONDENTS

TASK	PERCENT PERFORMING	PERCENT TIME SPENT
A4 COORDINATE THE ACTIVITIES OF MAINTENANCE SPECIALISTS WITH OTHER AGENCIES	46	3.4
E6 LOCATE INFORMATION IN TECHNICAL ORDERS (TO)	78	3.2
A3 CONDUCT OR PARTICIPATE IN STAFF MEETINGS OR CONFERENCES	61	3.0
E2 INITIATE MAINTENANCE DATA COLLECTION FORMS	53	2.7
C10 INSPECT WORK AREAS	65	2.3
E12 MAINTAIN VEHICLE RECORDS AND FORMS	33	2.2
D12 MAKE ENTRIES ON TRAINING RECORDS	55	2.0
E4 INITIATE TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY FORMS (AFTO FORM 22)	48	1.4
K9 INSPECT OR SERVICE ELEVATOR WORK CAGES	32	1.3
F67 PERFORM ON SITE HOUSEKEEPING	35	1.1
F54 PENETRATE OR SECURE LF	31	1.1

TABLE 7

REPRESENTATIVE TIME CONSUMING TASKS PERFORMED BY LARGEST PERCENTAGES OF  
DAFSC 44390 RESPONDENTS

TASK		PERCENT PERFORMING	PERCENT TIME SPENT
C10	INSPECT WORK AREAS	93	5.3
B19	SUPERVISE MISSILE MAINTENANCE TECHNICIANS (44370G)	93	2.8
A7	ESTABLISH PERFORMANCE STANDARDS	100	2.7
A8	ESTABLISH SECTION, SHOP, OR BRANCH ORGANIZATIONAL POLICIES	86	2.7
A4	COORDINATE THE ACTIVITIES OF MAINTENANCE SPECIALISTS WITH OTHER AGENCIES	100	2.5
A3	CONDUCT OR PARTICIPATE IN STAFF MEETINGS OR CONFERENCES	93	2.5
D17	VERIFY TEAM QUALIFICATION	43	2.4
A17	REVIEW PERSONNEL REQUIREMENTS	93	2.3
B8	DRAFT RECOMMENDED CHANGES TO HANDBOOKS OR OTHER PUBLICATIONS	71	2.3
D14	REVIEW TRAINING PROGRESS OF INDIVIDUALS	64	2.2
A9	ESTABLISH TRAINING REQUIREMENTS	93	2.0
B10	IMPLEMENT UNIT SAFETY PROCEDURES	79	1.9
A10	INITIATE REQUESTS FOR SUPPLIES, TEST EQUIPMENT, OR SPARE PARTS	57	1.6
A11	PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS	64	1.3



REENLISTMENT PLANS, JOB INTEREST, PERCEIVED  
UTILIZATION OF TALENTS, AND PERCEIVED UTILIZATION OF TRAINING

In the background section of the job inventory there are questions pertaining to reenlistment intentions, job interest, perceived utilization of talents, and perceived utilization of training. Table 8 summarizes responses to those questions by AFS 443XOG/90 personnel who were surveyed. For comparison purposes, Table 8 also includes data collected from personnel in other career ladders surveyed in CY 1976. The data are displayed as percentages of Active Federal Military Service (AFMS) groups with 1 through 48 months AFMS (first enlistment group) and with 49 or more months AFMS (career airmen group).

Reenlistment plans for AFS 443XOG/90 personnel are slightly lower than found among personnel in the CY 1976 comparison groups. Forty-one percent of the first enlistment group of Minuteman Missile Mechanics reported they would definitely or probably reenlist. Among AFS 443XOG/90 personnel with 49 or more months AFMS, 69 percent indicated they would probably or definitely reenlist. Both sets of figures are slightly less than the percentage for the comparison group of career respondents surveyed in CY 1976.

In general, perceptions associated with job interest, utilization of talents and utilization of training were consistently lower for Minuteman Missile Mechanic respondents than for other CY 1976 respondents.

More specifically, among AFS 443XOG/90 survey respondents, the career airmen group responses indicated greater job interest and more positively perceived utilization of talents and training than first enlistment group responses, but lower than for the comparison group of career airmen surveyed in 1976. Training utilization data varied least of all for Missile Mechanic personnel. For AFS 443XOG/90 incumbents with 49 or more months AFMS, 25 percent responded that their talents were being used either "very little" or "not at all", and 37 percent responded that their training was being utilized "very little" or "not at all". Both sets of utilization percentages are well below the averages for the CY 1976 comparison groups.

For comparison purposes, background factors of this section were reviewed for the total DAFSC 443XOG/90 sample and for the Vehicle and Equipment Control, the Missile Maintenance, the Missile Transportation, and the Data Maintenance functional job areas. Table 9 presents this data. Noteworthy are the atypically negative re-enlistment responses of the Data Maintenance group and the negative responses by the Vehicle and Equipment Control and Data Maintenance groups to questions concerning Utilization of Talents and Utilization of Training. Positive job interest responses by the Vehicle and Equipment Control and Missile Transportation groups are also lower than both the other functional area groups in Table 9 and the CY 1976 comparison data.

TABLE 8

PERCENTAGES OF DAFSC 443XOG/90 PERSONNEL RESPONDING TO QUESTIONS CONCERNING  
RE-ENLISTMENT PLANS, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, AND PERCEIVED  
UTILIZATION OF TRAINING ORGANIZED BY AFMS GROUPS

	443XOG/90 PERSONNEL			COMBINED CAREER LADDERS DATA FOR CY 1976		
	1-48	MOS AFMS	49+ MOS AFMS	1-48	MOS AFMS	49+ MOS AFMS
PLAN TO REENLIST:						
YES, AND UNCERTAIN--						
PROBABLY YES	41		69	43		73
NO, AND UNCERTAIN--						
PROBABLY NO	59		31	57		27
JOB INTEREST:						
EXTREMELY TO FAIRLY						
INTERESTING	45		65	65		80
SO-SO	29		20	18		11
FAIRLY TO EXTREMELY DULL	26		15	17		9
UTILIZATION OF TALENTS:						
PERFECTLY TO FAIRLY WELL	51		75	71		85
VERY LITTLE OR NOT AT ALL	49		25	29		15
UTILIZATION OF TRAINING:						
PERFECTLY TO FAIRLY WELL	57		63	79		83
VERY LITTLE OR NOT AT ALL	43		37	21		17



TABLE 9

PERCENTAGES OF DAFSC 443X06/90 PERSONNEL RESPONDING TO QUESTIONS CONCERNING RE-ENLISTMENT PLANS, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, AND PERCEIVED UTILIZATION OF TRAINING ORGANIZED BY CAREER LADDER FUNCTIONAL AREAS

	TOTAL DAFSC 443X06/90 RESPONDENT SAMPLE N=1117	VEHICLE AND EQUIPMENT CONTROL N=182	MISSILE MAINTENANCE N=182	MISSILE TRANSPORTATION N=127	DATA MAINTENANCE N=30
PLAN TO RE-ENLIST:					
YES, AND UNCERTAIN--PROBABLY YES	56	48	57	47	30
NO, AND UNCERTAIN--PROBABLY NO	44	52	43	53	70
JOB INTEREST:					
EXTREMELY TO FAIRLY INTERESTING	55	32	59	46	50
SO-SO	25	40	21	31	27
FAIRLY TO EXTREMELY DULL	20	28	20	23	23
UTILIZATION OF TALENTS:					
PERFECTLY TO FAIRLY WELL	63	42	66	54	37
VERY LITTLE OR NOT AT ALL	37	58	34	46	63
UTILIZATION OF TRAINING:					
PERFECTLY TO FAIRLY WELL	60	23	87	62	20
VERY LITTLE OR NOT AT ALL	40	77	13	38	80

## DISCUSSION OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

This section examines how the jobs of Minutemen Missile Mechanics change as a function of time on active duty. Table 10 lists the percent of time spent on tasks within duties of the job inventory for DAFSC 443X0G/90 respondents across AFMS (enlistment) groups.

Overall, as the time in service increases, the percent time spent on tasks in the supervisory, training, and administrative duties increases while the percent time spent on tasks in technical duties decreases. (See Table 10).

The time spent on tasks related to supervision, training, and administration (Organizing and Planning, Duty A; Directing and Implementing, Duty B; Evaluating and Inspecting, Duty C; Training, Duty D; and Preparing and Maintaining Forms, Records, and Reports, Duty E) steadily rises from 18 percent for incumbents in the 1-48 months AFMS groups to 88 percent for those personnel with 241+ months AFMS. The most rapid increases in percent time spent on these tasks occur through the first three enlistment periods. For survey respondents in their third and subsequent enlistments, the percent time spent on tasks relating to supervision, training, and administration accounts for the majority of their job time.

Coincidentally, the percent time spent on tasks related to several technical duties decreases as time on active duty increases. These duties include: Maintaining Launch and Launch Control Facilities (Duty F); Handling and Transporting Missile Aerospace Vehicle Equipment (Duty G); Operating and Maintaining Vehicles (Duty J); Operating and Maintaining Ground Support Equipment (Duty K); and Configuring Vans and Dispatching Vehicles (Duty M). Respondents in their third and subsequent enlistments spend relatively small amounts of time on tasks dealing with Handling and Transporting Missile Aerospace Vehicle Equipment, (Duty G); Operating and Maintaining Vehicles, (Duty J); and Configuring Vans and Dispatching Vehicles (Duty M).

For members of all AFMS groups, relatively small amounts of time are spent on technical tasks dealing with Handling and Transporting Missiles, (Duty H); and Operating and Maintaining Missile Test Equipment, (Duty I).

Almost no time is spent by members of all AFMS group on tasks in the following duties: Maintaining Security Systems and Communications, (Duty L); Operating and Maintaining Proofload Test Facility, (Duty N); Performing Post Launch Refurbishment of Launch Facility, (Duty O); and Performing Destruct Ordnance Installation, (Duty P).

TABLE 10  
PERCENT TIME SPENT ON TASKS IN DUTIES FOR ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

DUTY	PERCENT TIME SPENT					
	1-48 MOS AFMS (N=527)	49-96 MOS AFMS (N=235)	97-144 MOS AFMS (N=143)	145-192 MOS AFMS (N=98)	193-240 MOS AFMS (N=78)	241+ MOS AFMS (N=35)
A ORGANIZING AND PLANNING	4	9	17	21	25	29
B DIRECTING AND IMPLEMENTING	3	8	14	16	19	23
C INSPECTING AND EVALUATING	3	5	7	8	10	16
D TRAINING	2	5	9	8	8	12
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	6	7	7	10	10	8
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	17	14	9	11	7	5
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	11	9	6	4	3	*
H HANDLING AND TRANSPORTING MISSILES	5	6	4	1	*	*
I OPERATING AND MAINTAINING MISSILE TEST EQUIPMENT	4	3	2	2	2	*
J OPERATING AND MAINTAINING VEHICLES	20	18	13	10	9	3
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	8	6	4	4	2	*
L MAINTAINING SECURITY SYSTEMS AND COMMUNICATIONS	*	*	*	*	*	*
M CONFIGURING VANS AND DISPATCHING VEHICLES	11	6	6	3	4	1
N OPERATING AND MAINTAINING PROOFLOAD TEST FACILITY	2	2	1	1	*	*
O PERFORMING POST LAUNCH REFURBISHMENT OF LAUNCH FACILITY	2	1	*	*	*	*
P PERFORMING DESTRUCT ORDNANCE INSTALLATION	1	*	*	*	*	0

\* INDICATES LESS THAN ONE PERCENT

## TASK DIFFICULTY

From the airmen sample identified for the Missile Mechanic (AFS 443X0G) Occupational Survey, respondents in the 7- and 9-skill levels from various commands and locations rated task difficulty. Tasks were rated on a nine point scale, where a rating of one indicated a task very-much-below average difficulty and a rating of nine indicated a task very-much-above average difficulty. Difficulty is defined as the length of time required by an average incumbent to learn to do the task. Interrater agreement among the 86 raters was .91. Ratings were adjusted so that tasks of average difficulty have a rating of 5.00.

An analysis of the 370 tasks which were rated above average in difficulty (a rating greater than 5.0) was made. Of the 22 tasks relating to Maintaining Security Systems and Communications (Duty L), 20 of these tasks were rated above average difficulty. Of the 41 tasks dealing with Performing Destruct Ordnance Installation (Duty P), 35 tasks were rated above average difficulty. These two technically oriented duties contain the highest percentages of tasks which were rated as above average difficulty tasks. However, only one percent or less of respondents across all enlistment groups (See Table 10) performed tasks in these technical duties.

Table 11 lists the 15 most difficult job inventory tasks in descending order of difficulty. Supervisory tasks dealing with: Organizing and Planning, (Duty A); Directing and Implementing, (Duty B); Inspecting and Evaluating and Inspecting, (Duty C); and Training, (Duty D) are most common in Table 11.

Of the 15 least difficult tasks (those rated less than 5.0) shown in Table 12, 12 tasks are associated with Configuring Vans and Dispatching Vehicles (Duty M) and Maintaining Launch and Launch Control Facilities (Duty F). Tasks from these two duty areas, when combined, account for 20 percent or more of the total job time of first and second enlistment respondents. (See Table 10).

TABLE 11

THE FIFTEEN MOST DIFFICULT TASKS PERFORMED BY AFS 443XOG/90 RESPONDENTS WITH PERCENT MEMBERS PERFORMING

TASK	PERCENT OF DAFSC 443XOG/90 PERSONNEL PERFORMING	DIFFICULTY RATING
D8 DEVELOP SPECIALTY TRAINING STANDARDS (STS), PLANS OF INSTRUCTIONS (POI), OR COURSE CHARTS	8	8.21
D7 DEVELOP LESSON PLANS	16	7.87
F101 REMOVE OR INSTALL MULTIPLYING LINKAGES	26	7.74
I5 READ ELECTRICAL DIAGRAMS	14	7.50
C20 VALIDATE NEW MAINTENANCE PROCEDURES	11	7.33
D9 DEVELOP TRAINING AIDS	11	7.21
F137 TROUBLESHOOT UPGRADE SILO SUSPENSION SYSTEMS	8	7.13
D10 EVALUATE STS, POI, OR COURSE CHARTS	8	7.01
J4 DRIVE TE TRUCK TRACTORS	6	6.95
C6 EVALUATE TRAINING PROGRAMS	17	6.94
L22 TROUBLESHOOT UHF R1389 OR GRA80 RADIO RECEIVERS	*	6.91
B2 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY RELATED PROBLEMS	39	6.90
A8 ESTABLISH SECTION, SHOP, OR BRANCH ORGANIZATIONAL POLICIES	19	6.89
F55 PERFORM BREAK-IN FORCED ENTRY PROCEDURES FOR SECONDARY DOOR LOCKOUTS	17	6.87
D5 CONDUCT TEAM TRAINING	15	6.85

\* INDICATES LESS THAN ONE PERCENT



TABLE 12

THE FIFTEEN LEAST DIFFICULT TASKS PERFORMED BY AFS 443XOG/90 RESPONDENTS WITH PERCENT MEMBERS PERFORMING

TASK	PERCENT OF DAFSC 443XOG/90 PERSONNEL PERFORMING	DIFFICULTY RATING
M4 DISPATCH OR RECEIVE VEHICLES TO OR FROM MAINTENANCE TEAMS	16	2.72
F68 PERFORM POST DISPATCH BRIEFINGS	23	2.55
J64 OPERATE VEHICLE TWO WAY RADIOS	47	2.51
F112 REMOVE OR INSTALL SECURITY PIT VAULT DOORS	9	2.50
N24 REMOVE OR INSTALL PLTF SAFETY BARRIERS	5	2.45
K22 OPERATE HANDLIFT TRUCKS	9	2.40
F108 REMOVE OR INSTALL SAFETY CONTROL LOCKPINS	21	2.28
F20 ATTEND PREDISPATCH BRIEFINGS	31	2.26
F104 REMOVE OR INSTALL PRIMARY ACCESS HATCH (PAH) FOLDING LADDERS OR PORTABLE LADDERS	24	1.95
M2 CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	38	1.88
M6 ISSUE SPECIAL PURPOSE TOOLS	10	1.72
F103 REMOVE OR INSTALL PERSONNEL SAFETY BARRIERS	44	1.55
F67 PERFORM ON SITE HOUSEKEEPING	42	1.39
M5 ISSUE BENCH STOCK ITEMS	6	1.32
M1 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	44	1.04

COMPARISON OF CURRENT OCCUPATIONAL SURVEY DATA WITH  
OCCUPATIONAL SURVEY REPORT DATED 1 SEPTEMBER 1971

Generally, the job groups identified in the previous analysis were found in the present study.

The large, distinct clusters which were identified in both the previous and the present analyses are Supervision and Support, Missile Maintenance, and Missile Transportation (or Handling).

The previously designated Maintenance and Dispatching of Vehicles cluster and the Van Configuration Team cluster appear to be functionally associated with the present survey's Vehicle and Equipment Control (VEC) cluster.

In the previous Occupational Survey Report (OSR) some tasks performed by Minuteman Missile Mechanics, which were not clearly identified in specialty descriptions, included:

1. Configure maintenance vans for specific maintenance functions.
2. Maintain and dispatch vehicles.

These tasks are most related to the VEC job cluster identified during the present analysis.

Tasks relating to the VEC job cluster are still not apparent in specialty descriptions.



## CONCLUSIONS

1. The AFS 443X0G/90 career specialty contains the following three large and technically oriented functional areas which account for 64 percent of this report's respondents: Missile Maintenance, Missile Transportation, and Vehicle and Equipment Control (VEC). Potential problem areas may exist as a result of these three functional areas not being specified within the existing career specialty structure. Follow up evaluation of the career specialty structure is warranted.
2. Data Maintenance and VEC incumbents' (see Figure 1 and Table 3) responded to questions concerning job interest, utilization of talents, and utilization of training very negatively. Write-in comments by VEC respondents indicated possible morale and promotion testing problems.
3. AFM 39-1 Specialty Descriptions primarily address Missile Maintenance and Missile Transportation (see Career Ladder Structure Section) duties and responsibilities while VEC duties and responsibilities are not clearly defined.

## APPENDIX A

GROUP ID NUMBER AND TITLE: GRP023, INSTRUCTORS

PERCENT OF SAMPLE: ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 43% ATC 50% MAC 7%

DAFSC DISTRIBUTION: 44350G (57%), 44370G (36%), NOT REPORTED (7%)

AVERAGE GRADE: 4.8

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 57 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 71 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 21

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	38
A ORGANIZING AND PLANNING	14
B DIRECTING AND IMPLEMENTING	12
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	11
J OPERATING AND MAINTAINING VEHICLES	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D12 MAKE ENTRIES ON TRAINING RECORDS	71
D7 DEVELOP LESSON PLANS	71
D14 REVIEW TRAINING PROGRESS OF INDIVIDUALS	64
D1 ADMINISTER OR SCORE ORAL, WRITTEN, OR PERFORMANCE TESTS	64
B13 ORIENT NEWLY-ASSIGNED PERSONNEL	64

GROUP ID NUMBER AND TITLE: GRP202, SECTION SUPERVISORS

PERCENT OF SAMPLE: 8 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 92% AFSC 3% ATC 2% AFSC 1%  
OTHER 2%

DAFSC DISTRIBUTION: 44330G (1%), 44350G (3%), 44370G (73%), 44390 (11%),  
NOT REPORTED (11%)

AVERAGE GRADE: 6.5

AMOUNT OF SUPERVISION: 90 PERCENT SUPERVISE AN AVERAGE OF SEVEN SUBORDINATES

EXPRESSED JOB INTEREST: 75 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY  
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 87 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 63 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 46

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	34
B DIRECTING AND IMPLEMENTING	26
D TRAINING	14
C INSPECTING AND EVALUATING	13
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B2 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY- RELATED PROBLEMS	100
A5 DEVELOP AND IMPROVE WORK METHODS OR PROCEDURES	98
B13 ORIENT NEWLY-ASSIGNED PERSONNEL	97
A13 PLAN OR SCHEDULE WORK ASSIGNMENTS	92
A6 ESTABLISH EQUIPMENT OR SUPPLIES REQUIREMENTS	92



GROUP ID NUMBER AND TITLE: GRP206, JOB CONTROLLERS/SCHEDULERS

PERCENT OF SAMPLE: 3 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44350G (21%), 44370G (79%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 59 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 85 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 91 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 79 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	42
B DIRECTING AND IMPLEMENTING	29
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	17
D TRAINING	6
C INSPECTING AND EVALUATING	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A4 COORDINATE THE ACTIVITIES OF MAINTENANCE SPECIALISTS WITH OTHER AGENCIES	97
A13 PLAN OR SCHEDULE WORK ASSIGNMENTS	97
A3 CONDUCT OR PARTICIPATE IN STAFF MEETINGS OR CONFERENCES	91
E2 INITIATE MAINTENANCE DATA COLLECTION FORMS	82
B6 DISPATCH MAINTENANCE TEAMS	76

GROUP ID NUMBER AND TITLE: GPR168, TEAM CHIEFS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 57% AFLC 29% ATC 14%

DAFSC DISTRIBUTION: 44350G (29%), 44370G (71%)

AVERAGE GRADE: 5.7

AMOUNT OF SUPERVISION: 71 PERCENT SUPERVISE AN AVERAGE OF EIGHT SUBORDINATES

EXPRESSED JOB INTEREST: 71 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 86 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 144

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING VEHICLES	17
A ORGANIZING AND PLANNING	16
B DIRECTING AND IMPLEMENTING	12
D TRAINING	12
H HANDLING AND TRANSPORTING MISSILES	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E6 LOCATE INFORMATION IN TECHNICAL ORDERS (TO)	100
A13 PLAN OR SCHEDULE WORK ASSIGNMENTS	100
B3 DIRECT CARE OR USE OF EQUIPMENT, SUPPLIES, OR WORKSPACE	100
B2 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY- RELATED PROBLEMS	100
D11 EXPLAIN POLICIES OR DIRECTIVES	100

GROUP ID NUMBER AND TITLE: GRP190, BRIEFING NCO'S

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44350G (17%), 44370G (83%)

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: 67 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 67 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 33 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 33 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 20

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	64
B DIRECTING AND IMPLEMENTING	22
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A7 ESTABLISH PERFORMANCE STANDARDS	100
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
B3 DIRECT CARE OR USE OF EQUIPMENT, SUPPLIES, OR WORKSPACE	100
A6 ESTABLISH EQUIPMENT OR SUPPLIES REQUIREMENTS	83
A5 DEVELOP AND IMPROVE WORK METHODS OR PROCEDURES	83

GROUP ID NUMBER AND TITLE: GRP096, QUALITY CONTROL NCO'S

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 89% AFLC 11%

DAFSC DISTRIBUTION: 44350G (22%), 44370G (78%)

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 44 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 78 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 67 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	40
A ORGANIZING AND PLANNING	21
B DIRECTING AND IMPLEMENTING	20

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C10 INSPECT WORK AREAS	89
B1 COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	89
C3 EVALUATE SAFETY PROCEDURES	78
A3 CONDUCT OR PARTICIPATE IN STAFF MEETINGS OR CONFERENCES	78
C1 ANALYZE MAINTENANCE OR INSPECTION REPORTS	78



GROUP ID NUMBER AND TITLE: GRP051, PERIODIC INSPECTION AND SCHEDULING NCO'S

PERCENT OF SAMPLE: ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44350G (31%), 44370G (69%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: 31 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 62 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 69 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 54 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 10

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	40
B DIRECTING AND IMPLEMENTING	34
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	12
C INSPECTING AND EVALUATING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A13 PLAN OR SCHEDULE WORK ASSIGNMENTS	77
E6 LOCATE INFORMATION IN TO	69
A3 CONDUCT OR PARTICIPATE IN STAFF MEETINGS OR CONFERENCES	62
A4 COORDINATE THE ACTIVITIES OF MAINTENANCE SPECIALISTS WITH OTHER AGENCIES	54
B6 DISPATCH MAINTENANCE TEAMS	46

GROUP ID NUMBER AND TITLE: GRP062, RECORDS CUSTODIANS/PRODUCTION CONTROLLERS

PERCENT OF SAMPLE: 2 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 94% AFLC 6%

DAFSC DISTRIBUTION: 44330G (12%), 44350G (53%), 44370G (35%)

AVERAGE GRADE: 4.5

AMOUNT OF SUPERVISION: 41 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 53 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 65 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 35 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	24
A ORGANIZING AND PLANNING	22
M CONFIGURING VANS AND DISPATCHING VEHICLES	16
B DIRECTING AND IMPLEMENTING	10
J OPERATING AND MAINTAINING VEHICLES	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E2 INITIATE MAINTENANCE DATA COLLECTION FORMS	88
M20 SCHEDULE EQUIPMENT FOR PROOFLOAD OR CALIBRATION	82
A10 INITIATE REQUESTS FOR SUPPLIES, TEST EQUIPMENT, OR SPARE PARTS	76
E12 MAINTAIN VEHICLE RECORDS AND FORMS	71
M21 SCHEDULE VEHICLES FOR INSPECTIONS OR MAINTENANCE	65

GROUP ID NUMBER AND TITLE: GRP114, DISPATCHERS/BRIEFERS

PERCENT OF SAMPLE: ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44350G (75%), 44370G (25%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: NINE PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 75 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 58 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 42 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 9

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	48
A ORGANIZING AND PLANNING	26
B DIRECTING AND IMPLEMENTING	18

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B6 DISPATCH MAINTENANCE TEAMS	83
E2 INITIATE MAINTENANCE DATA COLLECTION FORMS	83
E9 MAINTAIN MISSILE HISTORICAL RECORDS	75
E6 LOCATE INFORMATION IN TO	75
A10 INITIATE REQUESTS FOR SUPPLIES, TEST EQUIPMENT, OR SPARE PARTS	58

GROUP ID NUMBER AND TITLE: GRP218, SUPPLY CUSTODIANS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC (80%), AFLC (20%)

DAFSC DISTRIBUTION: 44350G (80%), 44370G (20%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 40 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 20 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	38
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	30
B DIRECTING AND IMPLEMENTING	14
M CONFIGURING VANS AND DISPATCHING VEHICLES	7
J OPERATING AND MAINTAINING VEHICLES	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A10 INITIATE REQUESTS FOR SUPPLIES, TEST EQUIPMENT, OR SPARE PARTS	100
E8 MAINTAIN EQUIPMENT AUTHORIZATION INVENTORY DOCUMENTS (EAID)	100
A6 ESTABLISH EQUIPMENT OR SUPPLIES REQUIREMENTS	100
B12 JUSTIFY CHANGES TO EQUIPMENT AUTHORIZATION LISTS	80
A2 ASSIGN SPACE FOR EQUIPMENT AND SUPPLIES	80



GROUP ID NUMBER AND TITLE: GRP135, VEHICLE CONTROL/CONFIGURATION SPECIALISTS

PERCENT OF SAMPLE: 3 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (27%), 44350G (52%), 44370G (21%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 45 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 59 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 41 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 84

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING VEHICLES	31
M CONFIGURING VANS AND DISPATCHING VEHICLES	26
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	11
B DIRECTING AND IMPLEMENTING	7
A ORGANIZING AND PLANNING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
M11 LOAD OR UNLOAD EQUIPMENT FOR MISSILE MAINTENANCE TEAM (MMT) DISPATCHES	97
M9 LOAD OR UNLOAD EQUIPMENT FOR ELECTRO-MECHANICAL TEAM (EMT) DISPATCHES	97
M8 LOAD OR UNLOAD EQUIPMENT FOR COMBAT TARGETING TEAM (CTT) DISPATCHES	97
M4 DISPATCH OR RECEIVE VEHICLES TO OR FROM MAINTENANCE TEAMS	97
J51 OPERATE FORKLIFTS	93

GROUP ID NUMBER AND TITLE: GRP143, VEHICLE CONTROL TECHNICIANS

PERCENT OF SAMPLE: 6 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (13%), 44350G (57%), 44370G (28%),  
NOT REPORTED (2%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 40 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 28 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY  
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 47 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 22 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 41

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING VEHICLES	54
M CONFIGURING VANS AND DISPATCHING VEHICLES	21
B DIRECTING AND IMPLEMENTING	7
A ORGANIZING AND PLANNING	7
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
M1 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	94
M2 CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	94
M4 DISPATCH OR RECEIVE VEHICLES TO OR FROM MAINTENANCE TEAMS	93
J64 OPERATE VEHICLE TWO WAY RADIOS	87
J19 INSPECT OR SERVICE MECHANICAL MAINTENANCE SUPPORT TRUCKS	87

GROUP ID NUMBER AND TITLE: GRP112, VEHICLE MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (40%), 44350G (40%), 44370G (20%)

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 20 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 20 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 60 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 0 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING VEHICLES	81
A ORGANIZING AND PLANNING	5
M CONFIGURING VANS AND DISPATCHING VEHICLES	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J26 INSPECT OR SERVICE PAYLOAD TRANSPORTER TRUCK TRACTORS	100
J11 INSPECT OR SERVICE A-16 OR MC-1 TRUCK CRANES	100
J74 PERFORM MECHANICAL MAINTENANCE SUPPORT TRUCK OPERATIONAL CHECKS	80
J16 INSPECT OR SERVICE ELECTRONIC MAINTENANCE TRUCKS	80
J19 INSPECT OR SERVICE MECHANICAL MAINTENANCE SUPPORT TRUCKS	80

GROUP ID NUMBER AND TITLE: GRP101, VEHICLE CONTROL APPRENTICES

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (20%), 44350G (80%)

AVERAGE GRADE: 2.8

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 20 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 40 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 20 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 6.8

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M CONFIGURING VANS AND DISPATCHING VEHICLES	74
J OPERATING AND MAINTAINING VEHICLES	23
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	2

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
M1 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	100
M2 CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	100
M4 DISPATCH OR RECEIVE VEHICLES TO OR FROM MAINTENANCE TEAMS	80
J19 INSPECT OR SERVICE MECHANICAL MAINTENANCE SUPPORT TRUCKS	60
M18 MAINTAIN VEHICLE STATUS AND LOCATION BOARDS	40



GROUP ID NUMBER AND TITLE: GRP127, EQUIPMENT CONTROL SPECIALISTS

PERCENT OF SAMPLE: 6 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (29%), 44350G (68%), 44370G (3%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 25 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 28 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 23 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 14 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 28

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M CONFIGURING VANS AND DISPATCHING VEHICLES	53
J OPERATING AND MAINTAINING VEHICLES	13
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	11
B DIRECTING AND IMPLEMENTING	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
M11 LOAD OR UNLOAD EQUIPMENT FOR MISSILE MAINTENANCE TEAM (MMT) DISPATCHES	100
M9 LOAD OR UNLOAD EQUIPMENT FOR ELECTRO-MECHANICAL TEAM (EMT) DISPATCHES	98
M8 LOAD OR UNLOAD EQUIPMENT FOR COMBAT TARGETING TEAM (CTT) DISPATCHES	98
M12 LOAD OR UNLOAD EQUIPMENT FOR SITE SECURITY MAINTENANCE TEAM (SSMT) DISPATCHES	89
M13 LOAD OR UNLOAD PT SEMITRAILER EQUIPMENT	86

GROUP ID NUMBER AND TITLE: GRP045, SUPPORT/TEST EQUIPMENT SPECIALISTS

PERCENT OF SAMPLE: ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (17%), 44350G (58%), 44370G (25%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 42 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 50 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 25 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 18

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	27
I OPERATING AND MAINTAINING MISSILE TEST EQUIPMENT	21
J OPERATING AND MAINTAINING VEHICLES	14
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	6
C INSPECTING AND EVALUATING	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K9 INSPECT OR SERVICE ELEVATOR WORK CAGES	92
G2 INSPECT EMERGENCY BREATHING APPARATUS	67
J51 OPERATE FORKLIFTS	67
K12 INSPECT OR SERVICE HYDRAULIC PUSHER SETS	67
I16 SELF TEST AND OPERATE MULTIMETER TEST SETS	67

GROUP ID NUMBER AND TITLE: GRP035, MISSILE MOVER SPECIALISTS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFLC 88% SAC 12%

DAFSC DISTRIBUTION: 44350G (100%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 63 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 75 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 38 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 17

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING MISSILE TEST EQUIPMENT	43
H HANDLING AND TRANSPORTING MISSILES	21
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J64 OPERATE VEHICLE TWO WAY RADIOS	100
E6 LOCATE INFORMATION IN TO	75
H19 OPERATE TRANSLATING/LEVELING JACK SETS	75
J51 OPERATE FORKLIFTS	75
J72 PERFORM FORKLIFT PREOPERATIONAL CHECKS	75

GROUP ID NUMBER AND TITLE: GRP217, PNEUDRAULIC SPECIALISTS

PERCENT OF SAMPLE: 3 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 97% OTHER 3%

DAFSC DISTRIBUTION: 44330G (13%), 44350G (68%), 44370G (19%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 81 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 84 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 74 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 133

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	34
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	25
J OPERATING AND MAINTAINING VEHICLES	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F89 REMOVE OR INSTALL LAUNCH CONTROL FACILITY (LCF) BLAST DOOR COMPONENTS	100
K12 INSPECT OR SERVICE HYDRAULIC PUSHER SETS	100
K33 PERFORM HYDRAULIC PUSHER SET OPERATIONAL CHECKS	97
K37 REMOVE OR INSTALL COMPRESSED GAS CYLINDER VALVE ASSEMBLY COMPONENTS	94
F11 ADJUST LAUNCH CONTROL CENTER (LCC) PNEUMATIC SHOCK ABSORBER COMPONENTS	81



GROUP ID NUMBER AND TITLE: GRP268, LAUNCH CONTROL FACILITY SECURITY AND  
DOOR SYSTEMS TECHNICIANS

PERCENT OF SAMPLE: 3 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (3%), 44350G (72%), 44370G (25%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 48 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 69 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY  
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 72 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 45 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 90

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	49
L MAINTAINING SECURITY SYSTEMS AND COMMUNICATIONS	18
I OPERATING AND MAINTAINING MISSILE TEST EQUIPMENT	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L1 ADJUST SECURITY SYSTEM COMPONENTS	100
L7 PERFORM SECURITY SYSTEMS TROUBLE ANALYSES	100
L3 INSPECT SECURITY SYSTEMS ANTENNAS	97
F104 REMOVE OR INSTALL PRIMARY ACCESS HATCH (PAH) FOLDING LADDERS OR PORTABLE LADDERS	93
F109 REMOVE OR INSTALL SECONDARY DOOR COMPONENTS	93

GROUP ID NUMBER AND TITLE: GRP093, LAUNCH FACILITY FIELD SUPERVISORS

PERCENT OF SAMPLE: 2 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (4%), 44350G (8%), 44370G (80%), 44390 (8%)

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 36 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 92 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 72 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 64

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	32
C INSPECTING AND EVALUATING	13
B DIRECTING AND IMPLEMENTING	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C10 INSPECT WORK AREAS	88
F43 INSPECT OR SERVICE PRIMARY DOORS	84
F45 INSPECT OR SERVICE SECURITY PIT VAULT DOORS	80
F29 INSPECT OR SERVICE LAUNCHER CLOSURE COMPONENTS	72
F26 INSPECT ACTUATING AND LOCKING MECHANISMS	72

GROUP ID NUMBER AND TITLE: GRP237, MISSILE MAINTENANCE TEAM (MMT)  
RE-ENTRY SYSTEMS (R/S) SPECIALISTS

PERCENT OF SAMPLE: 12 PERCENT

MAJOR COMMAND DISTRIBUTION: AFSC 1% ATC 1% SAC 97% OTHER 1%

DAFSC DISTRIBUTION: 44330G (7%), 44350G (66%), 44370G (27%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 34 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 64 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY  
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 71 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 90 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 134

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	27
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	26
J OPERATING AND MAINTAINING VEHICLES	14
K OPERATING AND MAINTAINING GROUND VEHICLES	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G15 MATE OR DEMATE MGS	99
G19 MATE OR DEMATE R/S	97
G25 PERFORM MGS TO R/S INTERFACE CABLE CHECKOUTS	97
G36 PERFORM R/S ELECTRICAL CHECKS	96
F23 CONNECT OR DISCONNECT GUIDANCE AND CONTROL (G AND C) OR MISSILE GUIDANCE SET (MGS) UMBILICALS	92

GROUP ID NUMBER AND TITLE: GRP292, MMT APPRENTICES

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (22%), 44350G (88%)

AVERAGE GRADE: 3.1

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 67 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 33 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 64

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	39
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	24
J OPERATING AND MAINTAINING VEHICLES	19

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F103 REMOVE OR INSTALL PERSONNEL SAFETY BARRIERS	100
G8 LOAD OR UNLOAD MGS INTO OR FROM PT	100
G12 LOAD OR UNLOAD R/S INTO OR FROM PT	100
G50 REMOVE OR INSTALL MISSILE SAFING PINS	100
J56 OPERATE PT HOISTS	100



GROUP ID NUMBER AND TITLE: GRP331, MMT QC INSPECTORS/EVALUATORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44350G (17%), 44370G (83%)

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 67 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 67 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 83 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 155

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	24
C INSPECTING AND EVALUATING	19
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	14
J OPERATING AND MAINTAINING VEHICLES	13

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C13 PERFORM QUALITY CONTROL INSPECTIONS OF AEROSPACE GROUND EQUIPMENT (AGE)	100
C16 PERFORM QUALITY CONTROL INSPECTIONS OF MISSILE MAINTENANCE TEAMS (MMT)	100
C21 WRITE QUALITY CONTROL INSPECTION REPORTS	100
F29 INSPECT OR SERVICE LAUNCHER CLOSURE COMPONENTS	100
H7 INSPECT MISSILE INSULATION	100

GROUP ID NUMBER AND TITLE: GRP208, MMT FIRST JOB ASSIGNEES

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 80% NO RESPONSE 20%

DAFSC DISTRIBUTION: 44350G (100%)

AVERAGE GRADE: 3.0

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 20 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 60 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 80 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 64

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	27
J OPERATING AND MAINTAINING VEHICLES	22
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	21

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F51 OPEN AND CLOSE LAUNCHER CLOSURES	100
F54 PENETRATE OR SECURE LAUNCH FACILITY (LF)	100
F103 REMOVE OR INSTALL PERSONNEL SAFETY BARRIERS	100
J54 OPERATE PT AUXILIARY POWER UNITS	100
J56 OPERATE PT HOISTS	100

GROUP ID NUMBER AND TITLE: GRP266, MMT RE-ENTRY VEHICLE (R/V) SPECIALISTS

PERCENT OF SAMPLE: 14 PERCENT

MAJOR COMMAND DISTRIBUTION: AFSC 1% SAC 99%

DAFSC DISTRIBUTION: 44330G (14%), 44350G (64%), 44370G (22%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 52 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 64 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 83 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 122

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	26
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	21
J OPERATING AND MAINTAINING VEHICLES	17
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G20 MATE OR DEMATE REENTRY VEHICLE (R/V)	97
J59 OPERATE R/V, G AND C VAN HOISTS	97
J60 OPERATE R/V, G AND C VAN AUXILIARY POWER UNITS	95
J92 POSITION AND STABILIZE R/V, G AND C VANS OVER LAUNCH TUBES	90
G7 LOAD OR UNLOAD G AND C SECTIONS FROM SEMITRAILERS OR PAYLOAD TRANSPORTERS (PT)	89

GROUP ID NUMBER AND TITLE: GRP196, MMT FIRST LINE SUPERVISORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: ATC 11% SAC 89%

DAFSC DISTRIBUTION: 44330G (11%), 44350G (33%), 44370G (45%), NOT REPORTED (11%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE AN AVERAGE OF EIGHT SUBORDINATES

EXPRESSED JOB INTEREST: 56 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 56 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 258

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	27
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	15
J OPERATING AND MAINTAINING VEHICLES	9
C INSPECTING AND EVALUATING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F69 PERFORM POWER FAULT TO GROUND CHECKS	100
A13 PLAN OR SCHEDULE WORK ASSIGNMENTS	89
C16 PERFORM QUALITY CONTROL INSPECTIONS OF MISSILE MAINTENANCE TEAMS (MMT)	89
C17 PERFORM QUALITY CONTROL INSPECTIONS OF MISSILES IN STORAGE	89
F105 REMOVE OR INSTALL PRIMARY DOOR COMPONENTS	78



GROUP ID NUMBER AND TITLE: GRP070, MMT R/V HANDLERS

PERCENT OF SAMPLE: ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (15%), 44350G (77%), NOT REPORTED (8%)

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: LESS THAN ONE PERCENT SUPERVISE AN AVERAGE OF  
ONE SUBORDINATE

EXPRESSED JOB INTEREST: 62 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY  
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 46 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED:

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	28
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	28
J OPERATING AND MAINTAINING VEHICLES	16
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F51 OPEN AND CLOSE LAUNCHER CLOSURES	85
G20 MATE OR DEMATE R/V	77
J59 OPERATE R/V, G AND C VAN HOISTS	77
K23 OPERATE HYDRAULIC PUSHER SETS	77
G40 PERFORM R/V HANDLING AND TRANSPORTING PROCEDURES	69

GROUP ID NUMBER AND TITLE: GRP191, REFURBISHMENT TEAM MEMBERS

PERCENT OF SAMPLE: 2 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 94% TAC 6%

DAFSC DISTRIBUTION: 44330G (17%), 44350G (61%), 44370G (17%), 44390 (5%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 28 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 67 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 33 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 86

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
O PERFORMING POST LAUNCH REFURBISHMENT OF LAUNCH FACILITY	46
F MAINTAINING LAUNCH AND LAUNCH CONTROL FACILITIES	34

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F79 REMOVE OR INSTALL BULB SEALS OR WEATHER SEALS	100
O16 PERFORM LF DAMAGE INSPECTIONS	100
O22 REMOVE OR INSTALL ARRESTING LUGS	100
F78 REMOVE OR INSTALL BALLISTIC GAS GENERATORS	94
O24 REMOVE OR INSTALL CLOSURE ACTUATOR VENT	94

GROUP ID NUMBER AND TITLE: GRP076. PROOFLOAD TEST FACILITY TECHNICIANS

PERCENT OF SAMPLE: 4 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (32%), 44350G (46%), 44370G (22%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 37 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 49 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 58 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 54 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 88

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING VEHICLES	36
N OPERATING AND MAINTAINING PROOFLOAD TEST FACILITY	25
K OPERATING AND MAINTAINING GROUND SUPPORT EQUIPMENT	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
N15 PROOFLOAD TEST ELEVATOR WORK CAGE ASSEMBLIES	100
N17 PROOFLOAD TEST MECHANICAL MAINTENANCE SUPPORT TRUCK CRANES	98
N16 PROOFLOAD TEST HOISTING UNITS, ADAPTERS, OR SLINGS	95
N6 OPERATE PROOFLOAD TEST FACILITY (PLTF) SYSTEMS	93
N7 PERFORM PLTF OPERATIONAL CHECKS	90

GROUP ID NUMBER AND TITLE: GRP164, MISSILE HANDLING TEAM MEMBERS

PERCENT OF SAMPLE: 7 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (11%), 44350G (69%), 44370G (20%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 43 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 49 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 63 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H HANDLING AND TRANSPORTING MISSILES	42
J OPERATING AND MAINTAINING VEHICLES	33
M CONFIGURING VANS AND DISPATCHING VEHICLES	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H16 OPERATE MISSILE POSITIONERS	100
H18 OPERATE TRANSPORTER ERECTOR (TE) ERECTION CONTROL PANELS	100
H46 POSITION AND SECURE TE TO LF PYLONS	97
J63 OPERATE TE SUPPORT TRUCKS	96
J35 INSPECT OR SERVICE TE SUPPORT TRUCKS	95



GROUP ID NUMBER AND TITLE: GRP279, MISSILE HANDLING INSPECTORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44370G 100%

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 60 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 39

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J OPERATING AND MAINTAINING VEHICLES	45
C INSPECTING AND EVALUATING	29
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J35 INSPECT OR SERVICE TE SUPPORT TRUCKS	100
J42 INSPECT BALISTIC MISSILE STORAGE AND SHOPPING CONTAINERS (SSCBM)	100
J43 INSPECT TE PNEUMATIC SYSTEMS	100
J44 INSPECT TE ELECTRICAL SYSTEMS	100
C15 PERFORM QUALITY CONTROL INSPECTIONS OF MISSILE HANDLING TEAMS (MHT)	80

GROUP ID NUMBER AND TITLE: GRP459, DESTRUCT ORDNANCE TEAM MEMBERS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (12%), 44350G (63%), 44370G (25%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 25 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 88 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 75 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 63

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P PERFORMING DESTRUCT ORDNANCE INSTALLATION	72
G HANDLING AND TRANSPORTING MISSILE AEROSPACE VEHICLE EQUIPMENT	6
B DIRECTING AND IMPLEMENTING	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
P2 PERFORM DESTRUCT PACKAGE INSTALLATION FACILITY (DPIF) SAFETY INSPECTIONS	100
P4 PERFORM MISSILE COMMAND DESTRUCT SAFE AND ARM (S/A) DEVICE OPERATIONAL CHECKS	100
P8 PERFORM PROPULSION SYSTEM ROCKET ENGINE (PSRE) COMMAND DESTRUCT S/A DEVICE OPERATIONAL CHECKS	100
P19 REMOVE OR INSTALL DESTRUCT ASSEMBLIES	100
P22 REMOVE OR INSTALL MISSILE COMMAND DESTRUCT S/A DEVICES	100

GROUP ID NUMBER AND TITLE: GRP207, DATA MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 2 PERCENT

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 44330G (18%), 44350G (64%), 44370G (18%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: ONE PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 51 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 32 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 18 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 6

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	77
A ORGANIZING AND PLANNING	11
B DIRECTING AND IMPLEMENTING	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E11 MAINTAIN TO FILES	100
E6 LOCATE INFORMATION IN TO	68
E10 MAINTAIN STANDARD PUBLICATIONS FILES	59
E2 INITIATE MAINTENANCE DATA COLLECTION FORMS	50
E7 MAINTAIN BENCH STOCK RECORDS	23

\* 37 PERCENT TIME SPENT ON THIS ONE TASK ALONE